TEAMSTERS LOCAL
# 705 UPDATE
VOLUME 4 • NUMBER 2 • MAY, 2000

UPS full-time jobs grievance settled. Details in next issue.

Change is in the air at Local 705. With a sweeping new "Members Power" system in UPS, the new solidarity-building efforts in Kankakee, and our ongoing commitment to member education, the Local is crackling with excitement and renewed power. Says who? Teamster General President Hoffa for one. He was so impressed with 705's efforts in support of the Overnite strike, he sent a letter of thanks to Secretary-Treasurer Zero and the members.

When people as far away as Washington take notice of 705's power surge, you can be sure the folks on the other side of the bargaining table will feel it, too.

## Local 705 Launches New "Members Power" Program in UPS

### *Overhauls Union Rep/Stewards Structure*

*"I've spent a lot of time last year thinking about how we can make Local 705 a better, more democratic, more effective union. We've come a long way, and the membership is ready—even eager—to take on new responsibilities. I think this new Members Power program will become a model for the entire Local."*

Secretary-Treasurer Gerald Zero

Once again, Local 705 is leading the pack in finding new ways to strengthen the Union. This time, it's a whole new system in UPS that will put more power in the hands of the members, and that means greater strength on the shop floor.

For several years now, virtually everyone has recognized Local 705 as the model for effective reform. And the Local has earned that reputation because the members refused to stand still and rest on their laurels. Now, following several weeks of intensive seminars and training sessions with rank-and-file activists and leaders, Local 705 has launched a new Members Power program to bring justice to the shop floor throughout the UPS system.

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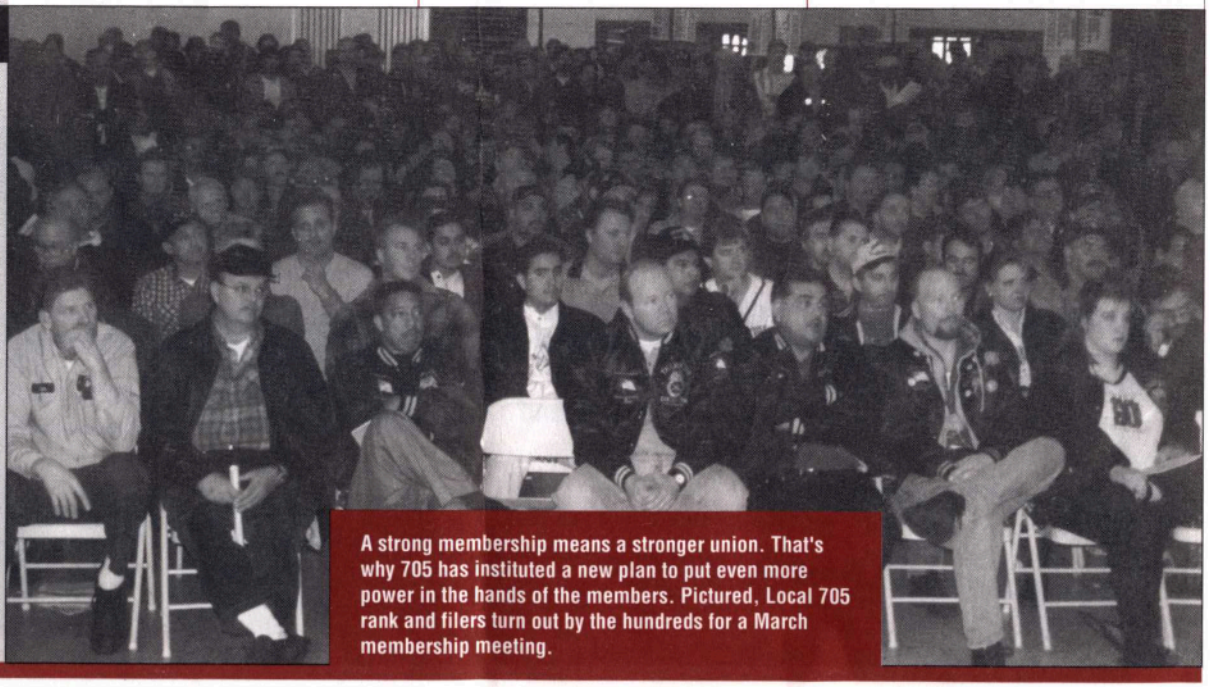
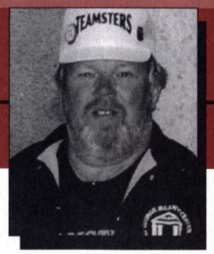


A strong membership means a stronger union. That's why 705 has instituted a new plan to put even more power in the hands of the members. Pictured, Local 705 rank and filers turn out by the hundreds for a March membership meeting.

# Office of the Secretary-Treasurer

*Gerald Zero, Secretary-Treasurer*




There have been a number of major happenings around the Local since our last newsletter; I'd like to use this column to bring everyone up-to-date on a few of the most important developments.

**UPS:** As you saw from our front page story, we have instituted some major revisions in the Union's system for representing UPS members. Articles on pages 1, 4 and 5 describe the new program better than I can in this column. But I'd like to take a few minutes to explain why those changes were necessary.

*We believe we are just around the corner from receiving all of the new full-time jobs we were promised by the contract. We also expect to secure substantial back pay.*

The bottom line is we instituted a new system because our UPS brothers and sisters need and deserve better representation than they were getting under the old system.

For example, it seems that because of glitches in the old system, the UPS CACH facility in Hodgkins, Ill., has been severely under-represented for the last several years. Because of the sheer number of members at the CACH facility (nearly 6,000) and the high turnover rate, many of our members did not even know they belonged to a union. Obviously, that sort of situation cannot be tolerated by a Union that prides itself on being membership-driven.

It would be an error for me to blame individuals for failing to provide better representation because I truly believe the system itself was the problem. Now we've made the changes that were necessary to correct the flaws in the old system. My only request is that our members have patience for a few months while we get the new system up to speed. I know transition periods can be difficult. But in the end we believe the effort will be worthwhile because the new structure is designed to reach four to five times more members than the last one did.

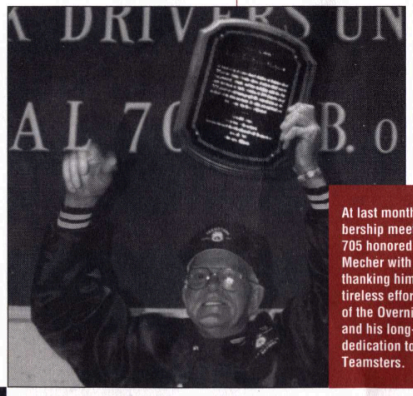
Once we get the new system completely up and running, I will, as always, look to the members to tell me whether or not you feel more comfortable.

Another important UPS development: We have had a few meetings with UPS management, and we believe we are just around the corner from receiving all of the new full-time jobs we were promised by the contract. We also expect to secure substantial back pay.

*The best way to keep reform moving forward is to find ways to give the members more input—and more power—in running the Union.*

**Kankakee:** As I mentioned in my last column, I spent the last year thinking a lot about what new steps Local 705, a recognized leader in the reform movement, could take to keep the ball rolling. I have always believed that the best way to keep reform moving forward is to find ways to give the members more input—and more power—in running the Union. The new program we've launched in the Kankakee area is designed to do just that (see story on back page).

We've started to hold regular meetings in Kankakee, and I've been very impressed with the unity that I have seen among the various Teamster crafts. Teamsters at Kmart and in construction, freight and local government are all talking about ways they can help each other. In the process, we're learning how we can help them achieve their goals. I look forward to meeting all of our Kankakee-area Teamsters in the coming months.



At last month's membership meeting, Local 705 honored retiree Dan Mecher with a plaque thanking him for his tireless efforts on behalf of the Overnite strikers and his long-time dedication to the Teamsters.

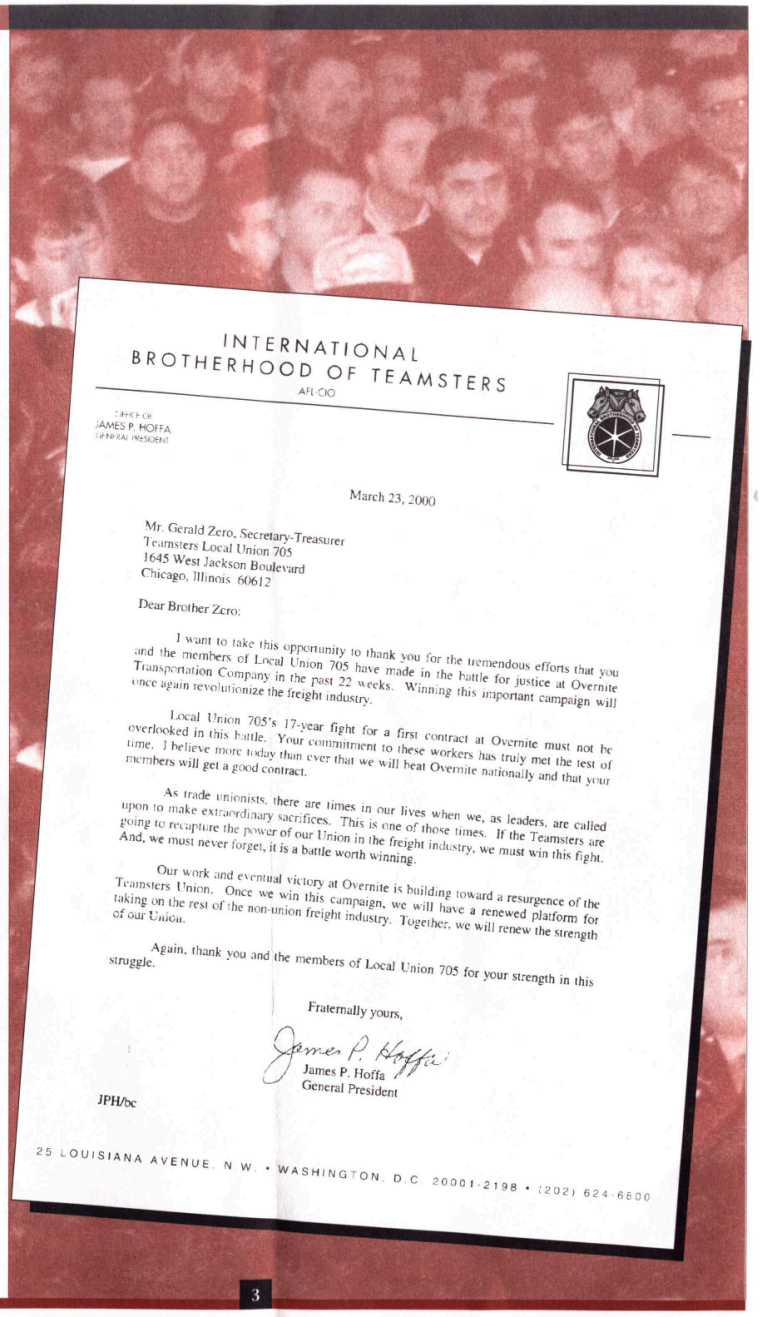


**Overnite:** Regular UPDATE readers may remember that I sent General President Hoffa a telegram after he was elected in 1999. In it I said that even though we have had political differences in the past, Local 705 would stand ready to assist him in any program that would make the Teamsters a better, stronger union.

When Overnight Transportation went on strike—more than 25 weeks ago—Local 705 members' solidarity proved those weren't just nice-sounding words.

Local 705 truly is committed to making the Teamsters a better, more democratic union. And people throughout the Teamsters recognize that Local 705 has the power to make those kinds of things happen.

Now, General President Hoffa has sent a letter of thanks to all Local 705 members for your solid support during the long but critical Overnite battle. We at Local 705 have worked well with the International staff assigned to Overnite. And I would like to thank the General President for his efforts on behalf of this important strike. I was in Washington, D.C. recently and had an opportunity to spend some time with members of General President's staff. I came away from that meeting believing that we are moving in the right direction for an Overnite settlement.



INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
AFL-CIO

OFFICE OF
JAMES P. HOFFA
GENERAL PRESIDENT

March 23, 2000

Mr. Gerald Zero, Secretary-Treasurer
Teamsters Local Union 705
1645 West Jackson Boulevard
Chicago, Illinois 60612

Dear Brother Zero:

I want to take this opportunity to thank you for the tremendous efforts that you and the members of Local Union 705 have made in the battle for justice at Overnite Transportation Company in the past 22 weeks. Winning this important campaign will once again revolutionize the freight industry.

Local Union 705's 17-year fight for a first contract at Overnite must not be overlooked in this battle. Your commitment to these workers has truly met the test of time. I believe more today than ever that we will beat Overnite nationally and that your members will get a good contract.

As trade unionists, there are times in our lives when we, as leaders, are called upon to make extraordinary sacrifices. This is one of those times. If the Teamsters are going to recapture the power of our Union in the freight industry, we must win this fight. And, we must never forget, it is a battle worth winning.

Our work and eventual victory at Overnite is building toward a resurgence of the Teamsters Union. Once we win this campaign, we will have a renewed platform for taking on the rest of the non-union freight industry. Together, we will renew the strength of our Union.

Again, thank you and the members of Local Union 705 for your strength in this struggle.

Fraternally yours,

James P. Hoffa
General President

JPH/bc

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*(continued from page 1)*

The Members Power plan is simple: The Union will match the company's structure body for body. We'll now have a Union Rep. for every UPS sort manager, a Steward for every UPS operations manager. And for each part-time supervisor, a Teamster Alternate Steward.

"We're going to match them in number," said Local 705 Union Rep. Dan Campbell, who developed the plan. "And since the Local 705 representatives will be educated and better trained than the UPS bosses, we'll outperform them in quality, too. That's what puts the 'power' in Members Power."

The Members Power program divides the UPS system into three distinct branches, which will allow Stewards and Reps. to "specialize" in the particular problems in each of those classifications. The three branches are:

- Hub system/Center operation, which represents loaders, unloaders and smalls;
- Feeder system; and
- Package system.

The Hub unit is already up and running at CACH and Jeff, and will spread to the other Hub centers in the coming weeks.

"This program has taken off like a rocket ship," Campbell said. "Within two weeks of setting up the Members Power program, more than 100 members signed up to be Hub Stewards."

For more information on the Feeder and Package systems, see related story on page 5.

*The Members Power program has nearly 100 Union Reps., Working Reps., Stewards and Alternate Stewards. The Union's presence is everywhere, and still growing.*

## Change in Action

UPDATE found CACH Working Reps. Mike Jeter and Tony Jatson at the Union Hall late one Friday night. Both play an important role in the new system, and both were bubbling over with the changes they're seeing already.

"Before you couldn't even get people to talk to you, much less take a contract book," Jeter said.

"Books, union pins—they wouldn't take anything that showed they were union," Jatson cut in.

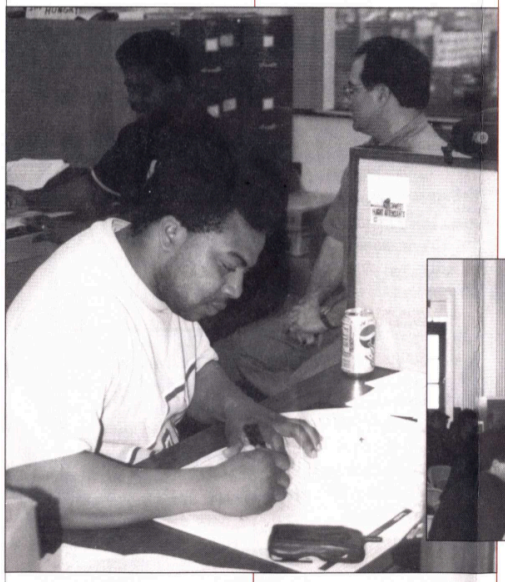
"Now, they want that hat, they want that pin," Jeter said.

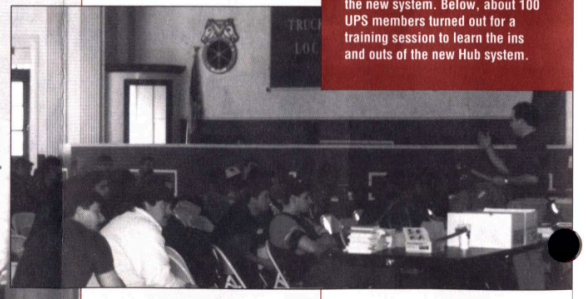
"They put *their* names on the grievance. They are becoming part of it—they see 705 as *their union, their responsibility.*"

Jeter and Jatson named two reasons for the boost in morale. Under the old system, there were two Union Reps. and 19 Stewards for 6,000 members. Now, the Members Power program has nearly 100 Union Reps., Working Reps., Stewards and Alternate Stewards. The Union's presence is everywhere, and still growing.

"Our numbers show the members that the Union is serious," Jeter said.

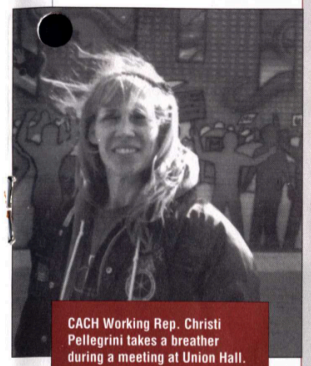
"Now everyone has someone they can go to," Jatson added. "The Union comes in all flavors —men, women, every color. People feel good about it."





**When 705 announced the new Members Power program, UPS members swung into action with renewed interest in their Union. At left, CACH Working Reps. Tony Jatson and Mike Jeter (back) burn the midnight oil to keep up with their duties under the new system. Below, about 100 UPS members turned out for a training session to learn the ins and outs of the new Hub system.**





**CACH Working Rep. Christi Pellegrini takes a breather during a meeting at Union Hall.**

# 705 Reorganizes UPS Staff to Build "Members Power"

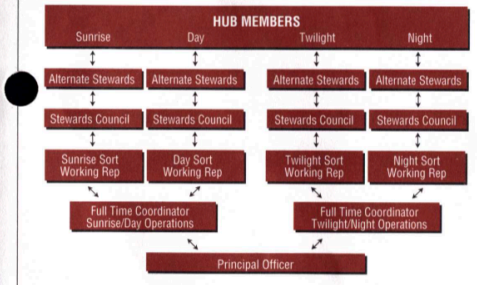
Local 705 also reorganized its staff structure to provide specialized service to UPS members according to their job classifications.

The Package Car and Feeder classifications will *each* have their own Union Reps. who will concentrate exclusively on the special problems in their craft.

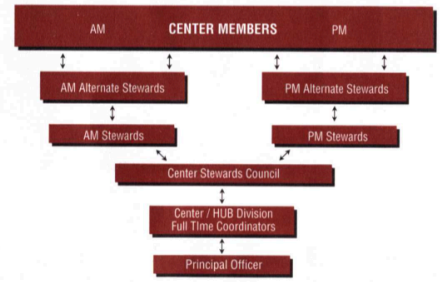
705 has also established a Package Car Stewards Council and Feeder Stewards Council, which will set policy, identify system-wide problems, and keep the Union Reps.' "eyes on the ball." In turn, Package Car and Feeder Union Reps. will assist their respective Stewards Council.

"It was clear we had to take a fresh look at how we could provide better service to everyone in the UPS system," Local 705 Secretary-Treasurer Gerald Zero said. "Our new Members Power program and our new focus on Package Car and Feeder drivers should make Local 705 a better Union for every one of our UPS members."

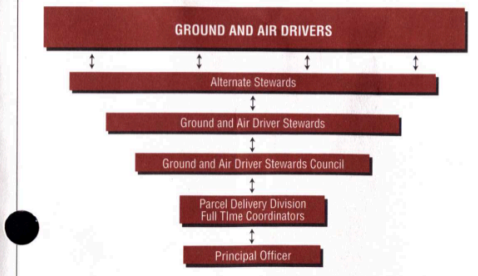
### HUB OPERATION STRUCTURE




### CENTER OPERATION STRUCTURE




### LOCAL 705 PARCEL DELIVERY DIVISION STRUCTURE




### LOCAL 705 FEEDER DIVISION STRUCTURE

(continued from page 8)

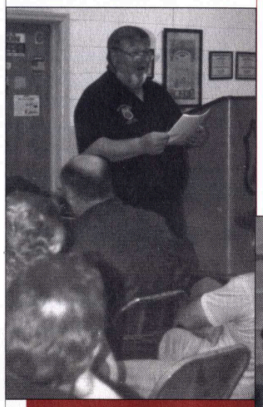
## Area Unions Team Up

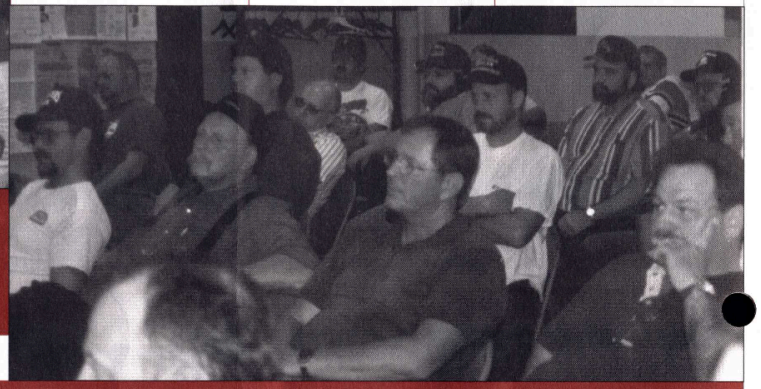
705 Rep. Richard deVries presented an overview of the bargaining strategy being coordinated with other Teamster locals.

Local 705 construction membership has increased 50 percent since 705 stepped up its organizing efforts in Kankakee and Iroquois counties. That has strengthened the hand of all Teamster locals in the craft, including Locals 179 and 226.

"Several job actions might be called as early as late April," deVries said. "And we should be able to use the relationships we've built with other unions to guarantee contract justice if our members don't get a decent agreement."

Three Kankakee-area state and local government contracts are also up for renegotiation soon. The members said they'll support those efforts by calling elected and appointed public officials.





705 Secretary-Treasurer Gerald Zero discusses Kankakee-area and other Local issues with members at the March Kankakee-area membership meeting as part of the Local's new solidarity-building program.

## "No Nerds, No Birds!" (or Dilbert Strikes Back!)

We admit, it's not as in your face as "Shut Down Big Brown," but that slogan sure rallied the 17,000 engineers and technicians that brought Boeing Aircraft to its knees in March.

The white-collar, college-degreed professionals who design Boeing jets beefed up their contract after virtually shutting the company down for three weeks.

Boeing management was convinced the professionals would buckle after a few days on the line, but instead, the strike continued to grow in strength with each passing day. The union, which recently affiliated with the AFL-CIO, set a great example for labor's drive to organize white-collar workers throughout the country. Congratulations to all on a job well done!

## On UPS Sick Leave?

## Don't Make the Wrong Call!!

If you are on UPS sick leave, don't call the Union Hall! Nothing personal. We still like you. But if you call the Hall, you've made the wrong call! Call Cigna at 1-800-362-4462. Cigna will process your request and send a report to the Health & Welfare Office. That report will insure that you get the "union" part of your sick pay. If you call the Hall, we can't process your claim.

**BE SAFE—CALL CIGNA AT 1-800-362-4462.**

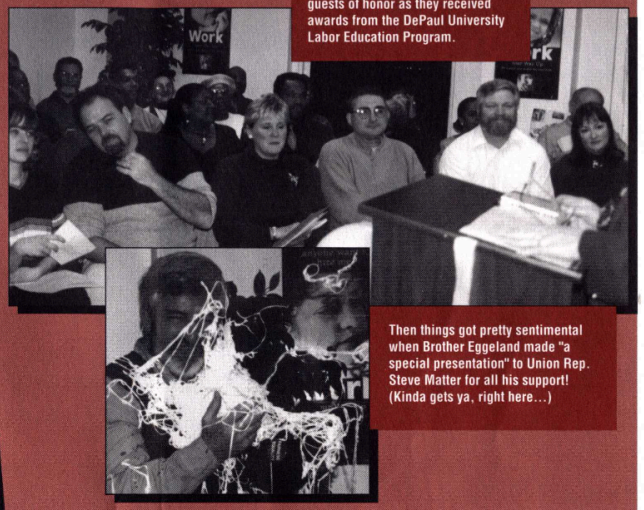


# Shop Talk

## 705 Wise Guys Honored

Congrats to three Local 705 members who were awarded scholarships from the DePaul University Labor Education Program. **Bill Coffey** (Osco Oil), **Nick Slusher** (Mobil) and **Rick Eggeland** (Mohr Oil) were honored March 2 for their accomplishments at the school.

As part of the ceremony, DePaul University Professor Jack Metzger read an excerpt from his new book **Striking Steel**, an important look at the United Steel Workers from the post-WWII era to the late '60s. The book was inspired by his father, who was a Steward with the Steel Workers.



Joined by their families, 705 members (from left) Bill Coffey, Nick Slusher and Rick Eggeland were the guests of honor as they received awards from the DePaul University Labor Education Program.



Then things got pretty sentimental when Brother Eggeland made "a special presentation" to Union Rep. Steve Matter for all his support! (Kinda gets ya, right here…)

Local 705 Steward Val Pagor (Alliant Foods) spoke for us all when he gave a pat on the back to retiring Steward Ron Jennings (Rykoff-Sexton) at the March membership meeting.

## Use Your Union Library

Speaking of Jack Metzger's **Striking Steel**, two new copies are now available in the Local 705 Labor Library. While you're at it, check out a copy of University of Illinois Professor Bob Bruno's **Steelworker Alley: How Class Works in Youngstown**.

Professor Bruno has conducted several education sessions at Local 705 and has produced an important academic study on union democracy in Local 705.

# Solidarity Sets the Stage for New Era in Kankakee

Nearly sixty members—from such crafts as freight, construction, public sector and warehousing (Kmart)—attended the first Kankakee-area membership meeting in March under a new program to bring the Union closer to its members.

"Kankakee has grown from 400 members to more than 1,000 in the past two years," Secretary-Treasurer Gerald Zero announced at the meeting. "And we expect even greater growth in the upcoming months."

It's not just numbers that make the Kankakee area important," Zero said. "It's the solidarity and activism that the members have shown, their commitment to helping each other, regardless of craft or employer."

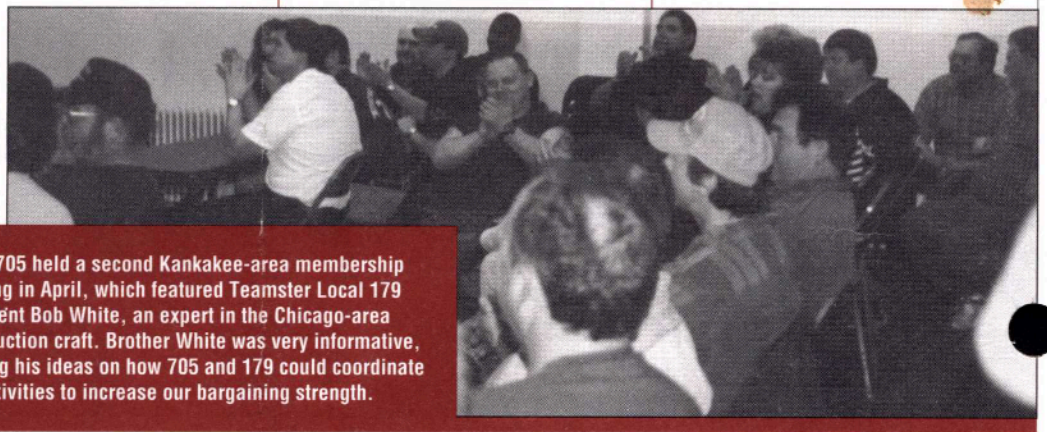
Members saw that commitment in action when Kmart Steward Joe Boyd spoke at the meeting.

"We wouldn't have gotten our first contract without the help of the Teamsters in construction. Kmart's expansion plans had to go through them, and they put big-time pressure on the company to settle."

*Kankakee has grown from 400 members to more than 1,000 in the past two years.*

Kmart members are ready to return the favor, Boyd told construction Teamsters. "If you have to strike to get a good contract this spring, there will be a hundred of us with you on the picket line. Whatever you need, Kmart workers will be there to help," he said.

*(continued on page 6)*



**Local 705 held a second Kankakee-area membership meeting in April, which featured Teamster Local 179 President Bob White, an expert in the Chicago-area construction craft. Brother White was very informative, offering his ideas on how 705 and 179 could coordinate our activities to increase our bargaining strength.**

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